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# Wage Price Index, Australia

The WPI measures changes in the price of labour, unaffected by compositional shifts in the labour force, hours worked or employee characteristics

**Reference period** December 2024

**Released** 19/02/2025

## On this page

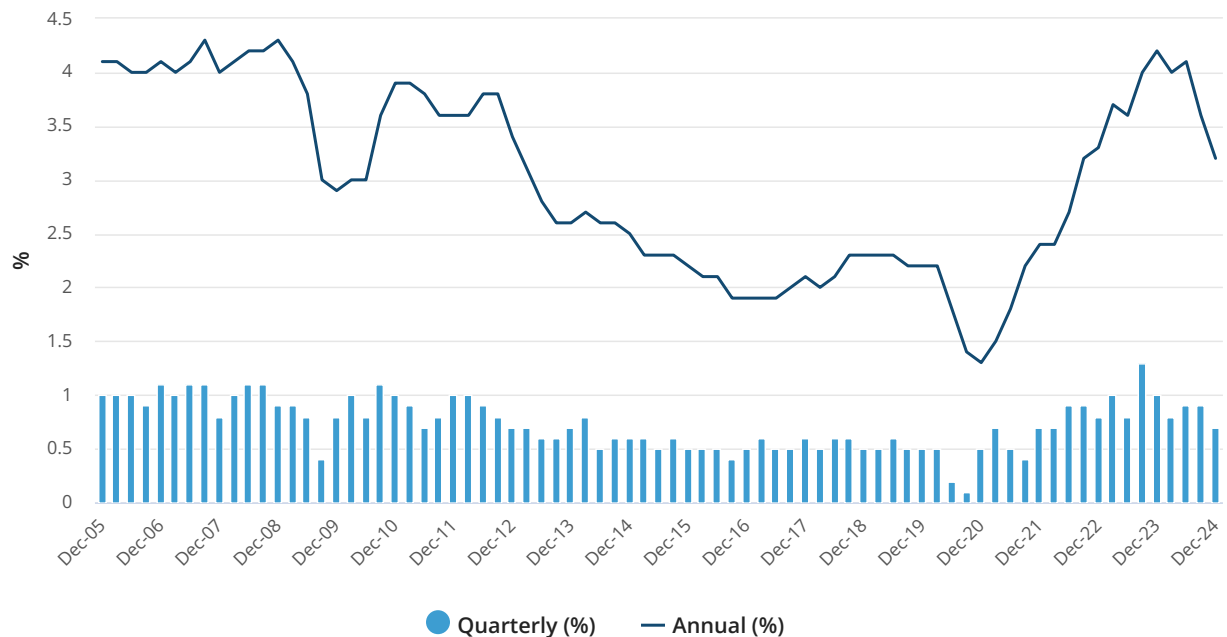
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## Key statistics

- The seasonally adjusted Wage Price Index (WPI) rose 0.7% this quarter.
- Over the twelve months to the December quarter, the WPI rose 3.2%.
- The private sector rose 0.7% and the public sector rose 0.6%, seasonally adjusted, for the quarter.
- In original terms, the largest industry contributors to quarterly wages growth were Health care and social assistance (+0.6%), Manufacturing (+1.0%), and Construction (+0.7%).

## Main features

All sector WPI, quarterly and annual movement (%), seasonally adjusted (a)



a. See Interpretation of index numbers, Percentage change and rounding on the [Methodology \(/methodologies/wage-price-index-australia-methodology/dec-2024#interpretation-of-index-numbers\)](#) page.

## Total hourly rates of pay excluding bonuses

|                        |                | Sep Qtr 2024 to Dec Qtr 2024(a)<br>(% change) | Dec Qtr 2023 to Dec Qtr 2024(a)<br>(% change) |
|------------------------|----------------|-----------------------------------------------|-----------------------------------------------|
| Trend(b)               | Australia      | 0.8                                           | 3.3                                           |
|                        | Private sector | 0.7                                           | 3.3                                           |
|                        | Public sector  | 0.7                                           | 3.2                                           |
| Seasonally Adjusted(c) | Australia      | 0.7                                           | 3.2                                           |
|                        | Private sector | 0.7                                           | 3.3                                           |
|                        | Public sector  | 0.6                                           | 2.8                                           |
| Original               | Australia      | 0.7                                           | 3.2                                           |
|                        | Private sector | 0.7                                           | 3.4                                           |
|                        | Public sector  | 0.8                                           | 2.9                                           |

a. See Interpretation of index numbers, Percentage change and rounding on the [Methodology \(/methodologies/wage-price-index-australia-methodology/dec-2024#interpretation-of-index-numbers\)](#) page.

b. See Interpretation of index numbers, Trend estimates on the [Methodology \(/methodologies/wage-price-index-australia-methodology/dec-2024#interpretation-of-index-numbers\)](#) page.

c. See Interpretation of index numbers, Seasonally adjusted indexes and Seasonal analysis methods on the [Methodology \(/methodologies/wage-price-index-australia-methodology/dec-2024#interpretation-of-index-numbers\)](#) page.

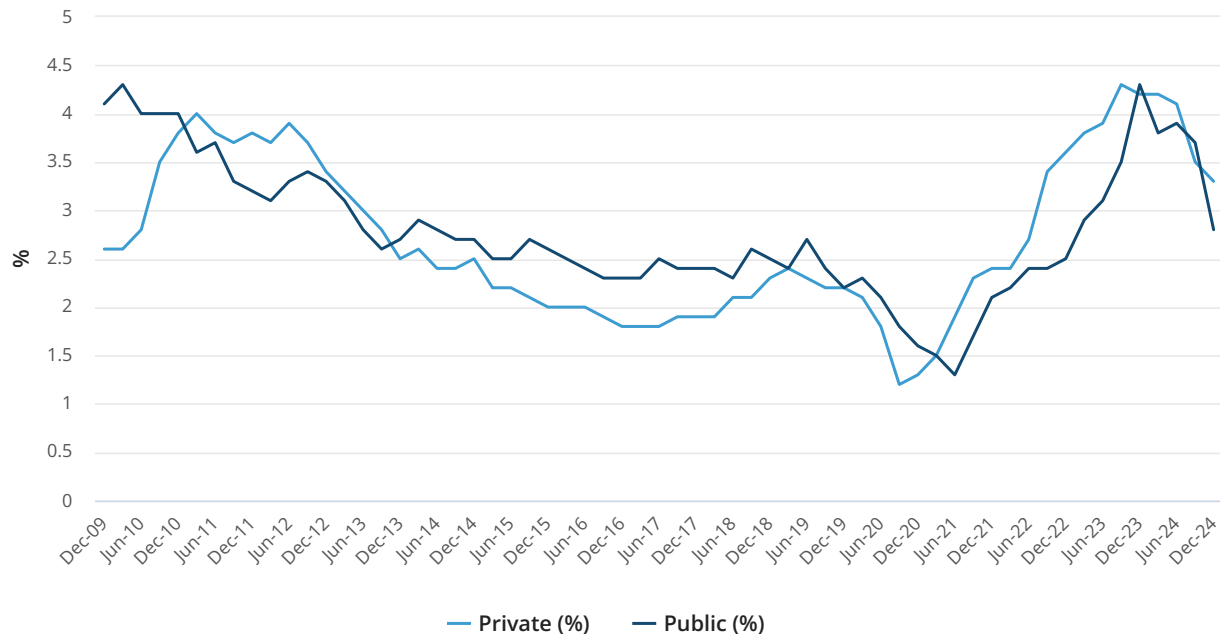
## Overview

Seasonally adjusted, the WPI rose 0.7% this quarter. This was the equal lowest quarterly rise for the series since March quarter 2022. Annual wage growth was 3.2% in the December quarter, down from 3.6% in the September quarter.

Over the 12 months to December, private sector wages rose 3.3%. This was the lowest annual rise for the sector since June quarter 2022 (+2.7%).

The public sector annual rise of 2.8% was the lowest since December quarter 2022 (+2.5%).

### Annual wage growth by sector, seasonally adjusted (a)



a. See Interpretation of index numbers, Percentage change and rounding on the [Methodology \(/methodologies/wage-price-index-australia-methodology/dec-2024#interpretation-of-index-numbers\)](#) page.

### Wage growth by method of setting pay

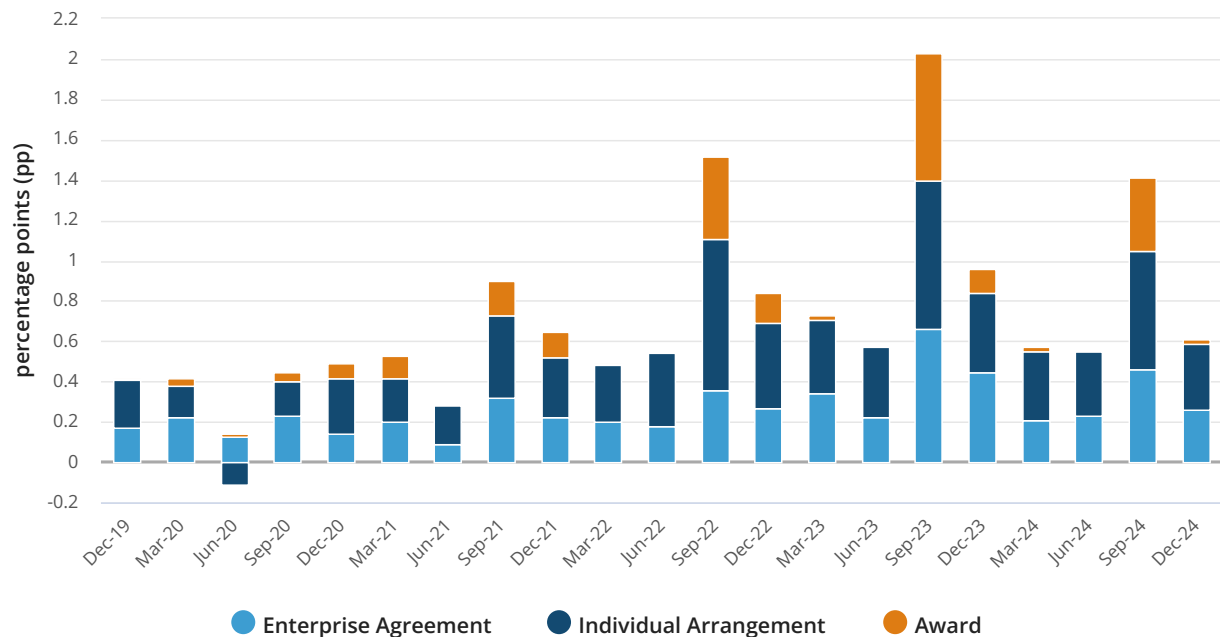
Jobs in the Australian labour market have their method of setting pay categorised as:

- Awards,
- Enterprise agreements, or;
- Individual arrangement.

Jobs covered by individual arrangement generally have wage changes that reflect prevailing labour market conditions. In December quarter 2024, there was a reduction in the contribution these jobs made to wage growth compared to recent December quarters.

The contribution to growth from enterprise agreements can vary from quarter to quarter depending on when agreements are formed, implemented and expire. The contribution that jobs covered by enterprise agreements made to wage growth in December quarter 2024 almost halved compared to the contribution that they made to December quarter 2023. The drivers for this fall were that increases from existing agreements were generally the same or smaller in size compared to 2023 and that some agreements that began this time last year have scheduled payment dates outside the December period.

### Contributions to quarterly wage growth by method of setting pay, original (a)(b)(c)



a. Analytical series is total hourly rates of pay excluding bonuses.

b. See Method used to calculate analytical series 'Contribution to wages growth by method of setting pay' on the [Methodology \(/methodologies/wage-price-index-australia-methodology/dec-2024#interpretation-of-index-numbers\)](#) page.

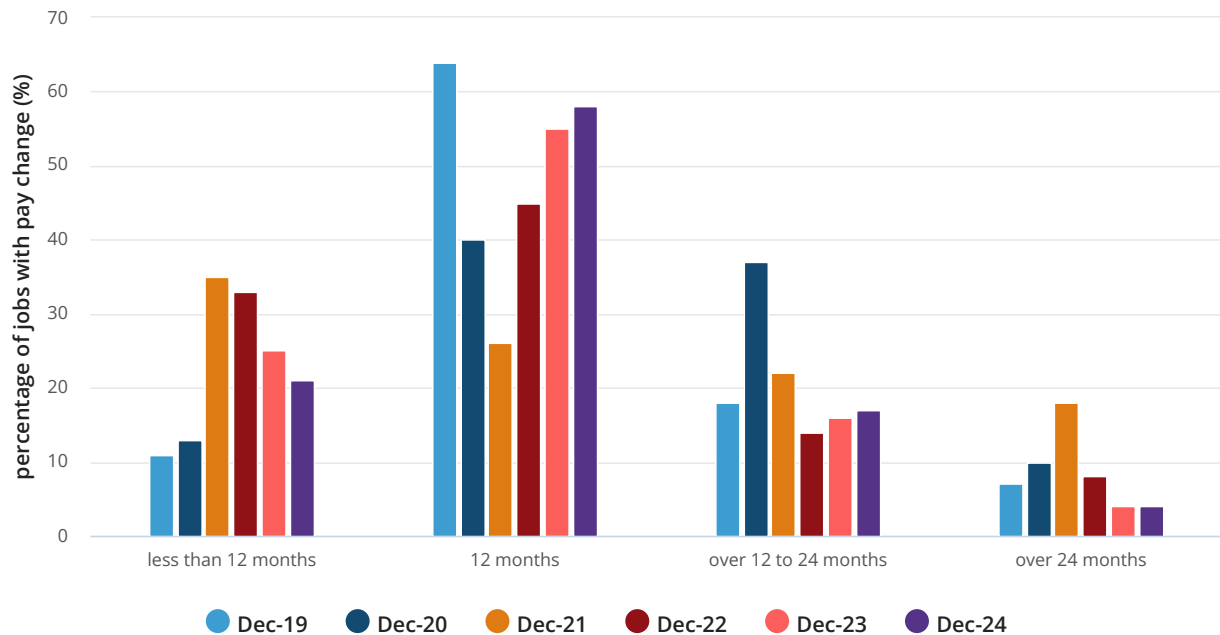
c. See Analytical series index numbers, Appendix B index numbers, methods of setting pay on the [Methodology \(/methodologies/wage-price-index-australia-methodology/dec-2024#interpretation-of-index-numbers\)](#) page.

## Time since last pay change for jobs under individual arrangements

Comparing across December quarters, for jobs with wages set by individual arrangements that received a wage change in the quarter:

- the proportion where the most recent wage change was 12 months ago has increased each year since December quarter 2021. Rising from 26% of these jobs in December 2021 to 58% in December 2024.
- the proportion that received their last wage change less than 12 months ago has trended downwards since the peak in December 2021. Falling from 35% of jobs receiving a wage change in December 2021 to 21% in December 2024.

## Time since last pay change for jobs under Individual arrangements, private sector



a. Graph relates to jobs recording a pay rise in each December quarter.

b. Due to rounding components may sum to more than 100.

## Sector wage growth

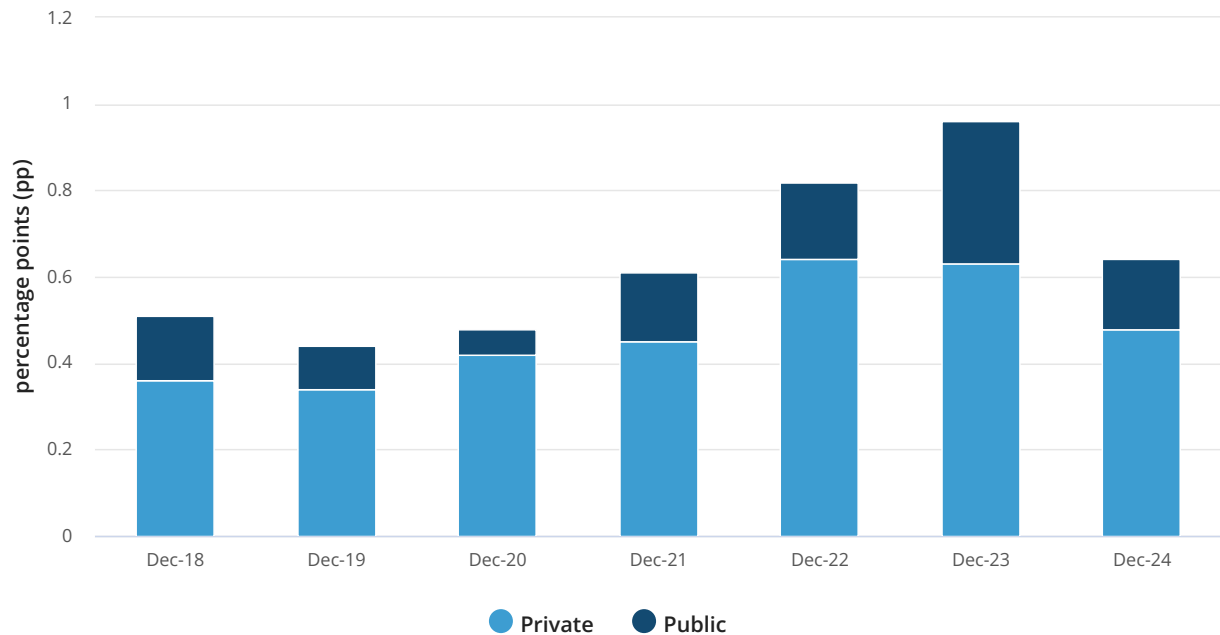
The private sector was the main contributor to wages growth, as is typical due to the overall number of employees and total wage expenditure compared to the public sector.

The public sector contributed a quarter of total wage growth, down from 34 per cent in December quarter 2023.

Public sector wage growth was lower in December quarter 2024 compared to the same period in 2023 due to a combination of:

- wage increases for some public sector employees changing to other quarters outside of the December quarter,
- expiry of enterprise agreements, and;
- smaller increases paid under existing agreements.

## Contributions to quarterly wage growth by sector, original



## Quarterly wage dynamics

### Quarterly wage dynamics, by sector, original (a)

|                |                                       | Dec Qtr 2023<br>(%) | Sep Qtr 2024<br>(%) | Dec Qtr 2024<br>(%) |
|----------------|---------------------------------------|---------------------|---------------------|---------------------|
| All Sector     | Percentage of jobs with a wage change | 21                  | 45                  | 16                  |
|                | Average hourly wage change            | 4.4                 | 3.7                 | 3.6                 |
| Private Sector | Percentage of jobs with a wage change | 16                  | 49                  | 14                  |
|                | Average hourly wage change            | 4.4                 | 3.9                 | 3.7                 |
| Public Sector  | Percentage of jobs with a wage change | 38                  | 30                  | 23                  |
|                | Average hourly wage change            | 4.3                 | 3.0                 | 3.3                 |

a. Average hourly wage change only includes jobs recording a wage movement in the current quarter.

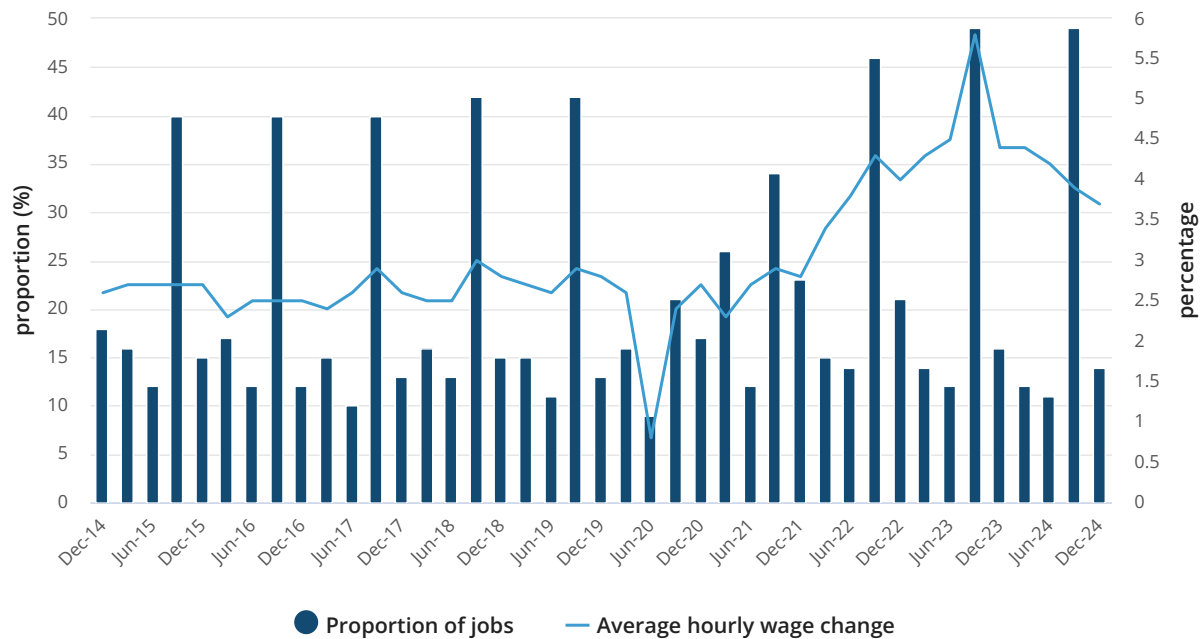
### Private sector

In original terms, private sector wages rose by 0.7%, the same as December quarter 2023.

In the private sector, 14% of jobs recorded a wage change, down from the 16% in December quarter 2023. This was the lowest proportion of jobs recording an hourly wage change in the private sector for a December quarter since 2019.

The average hourly wage change for private sector jobs has trended downwards since the peak reached in September quarter 2023 (+5.8%). The 3.7% recorded this quarter is the lowest average hourly wage change since March quarter 2022 (+3.4%).

### Quarterly wage dynamics in the private sector, original (a)



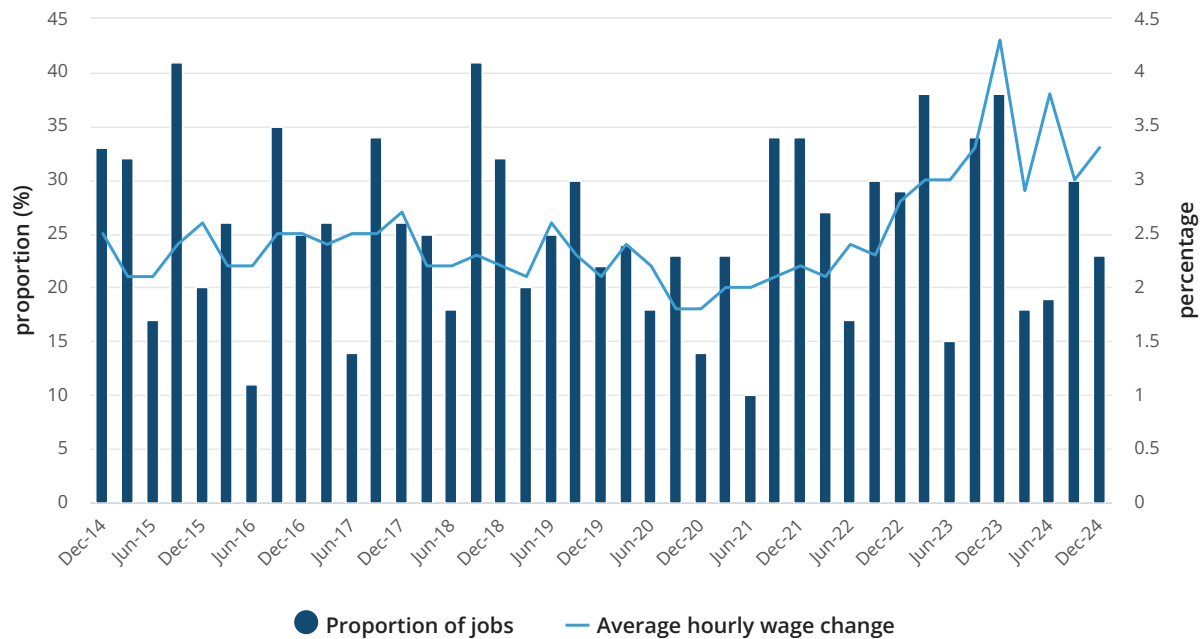
a. Average hourly wage change only includes jobs recording a wage movement in the current quarter.

## Public sector

In original terms, public sector wages rose 0.8%, the same as September quarter 2024, however significantly lower than 1.5% in December quarter 2023.

Compared to the same period last year, the public sector saw a significant decrease in both the proportion of jobs that received a wage movement (23% compared to 38%) and the size of average hourly wage change (+3.3% to +4.3%). In 2023, stronger wage growth reflected changes to some state wage policies and implementation of new enterprise agreements. For December 2024, these same jobs, either saw smaller sized rises from existing agreements or did not contribute to wage growth, due to the timing of approval and registration of new enterprise agreements.

## Quarterly wage dynamics in the public sector, original (a)



a. Average hourly wage change only includes jobs recording a wage movement in the current quarter.

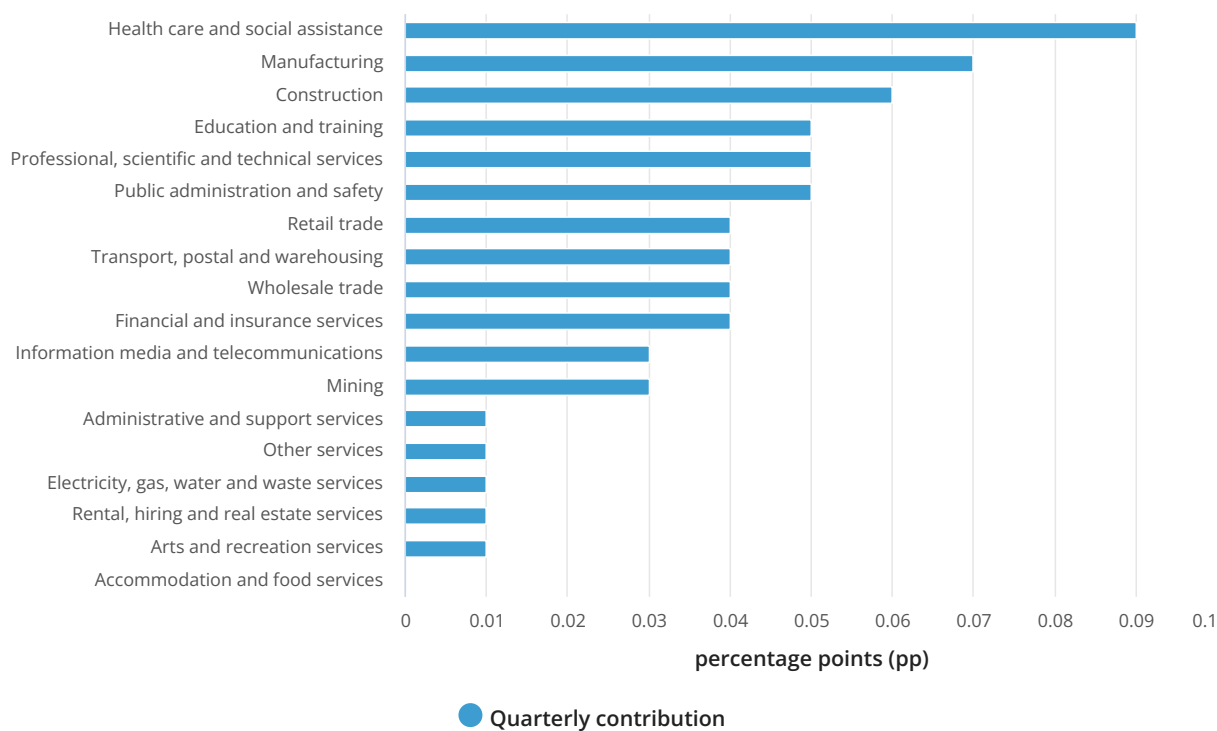
## Industry wage growth

The main contributors to wage growth reflect both the size of the industry (overall number of employees and total wage expenditure) and the size of any wage changes that occurred.

Health care and social assistance was the main contributor to wages growth.

## Quarterly contribution - industries

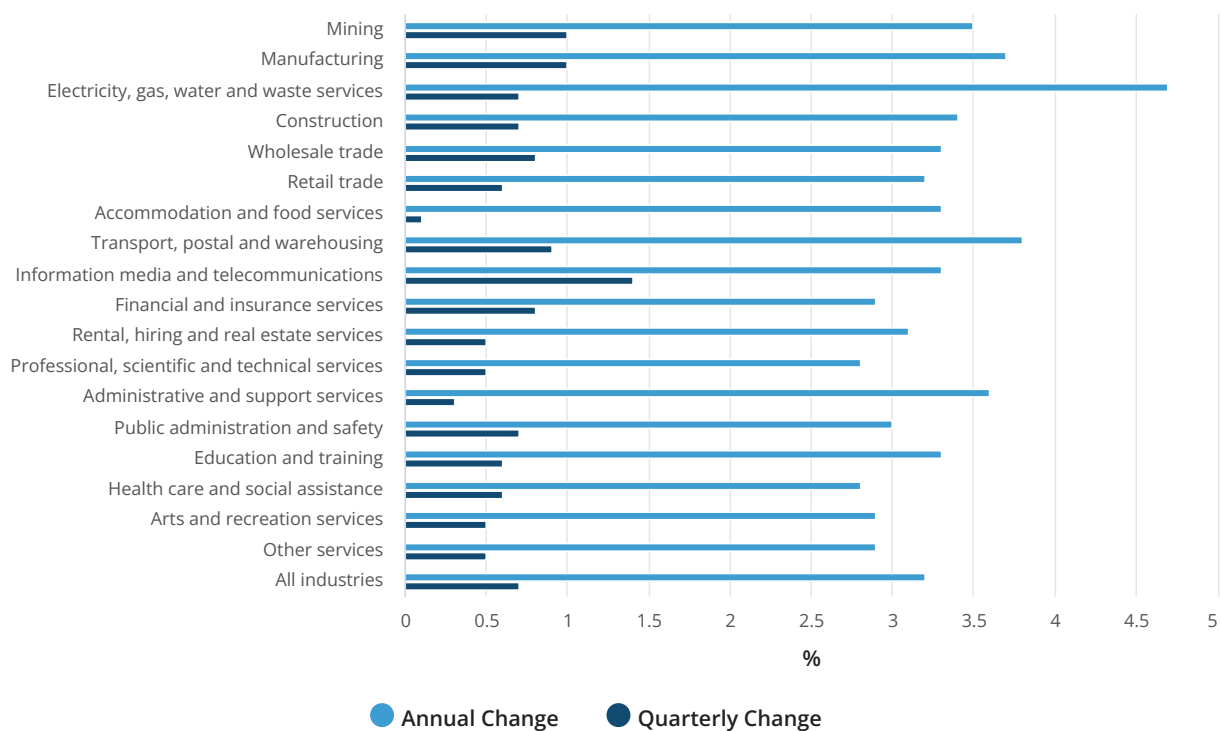




Original estimates:

- Information, media and telecommunications industry recorded the highest quarterly rise (+1.4%).
- Accommodation and food services industry recorded the lowest quarterly rise in wages (+0.1%).
- Electricity, gas, water and waste services industry recorded the highest through the year wage growth (+4.7%).
- Both the Professional, scientific and technical services and the Health care and social assistance industries recorded the lowest through the year growth (+2.8%).

### Annual and quarterly movement - industries (a)



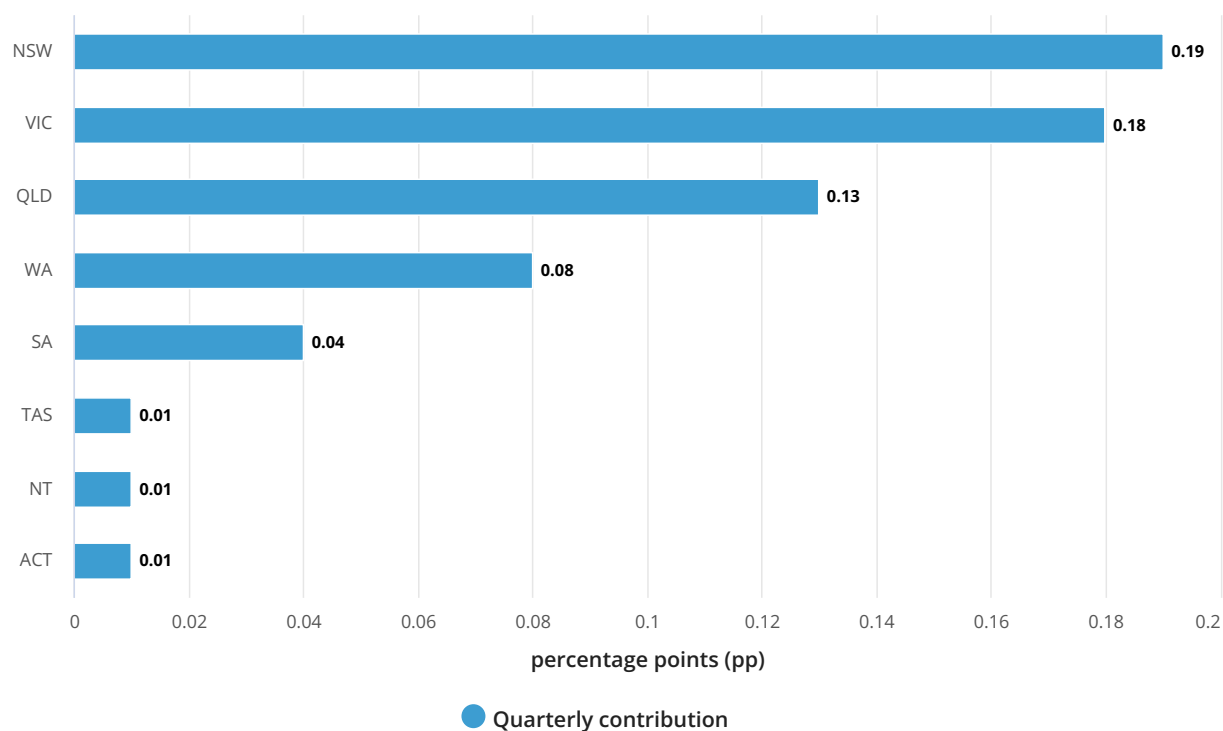
a. Index series is original, total hourly rates of pay excluding bonuses.

## State and territory wage growth

The main contributors to state or territory wage growth reflect both the size (overall number of employees and total wage expenditure) and the size of any wage changes that occurred.

New South Wales was the main contributor to wages growth, primarily driven by jobs in the private sector.

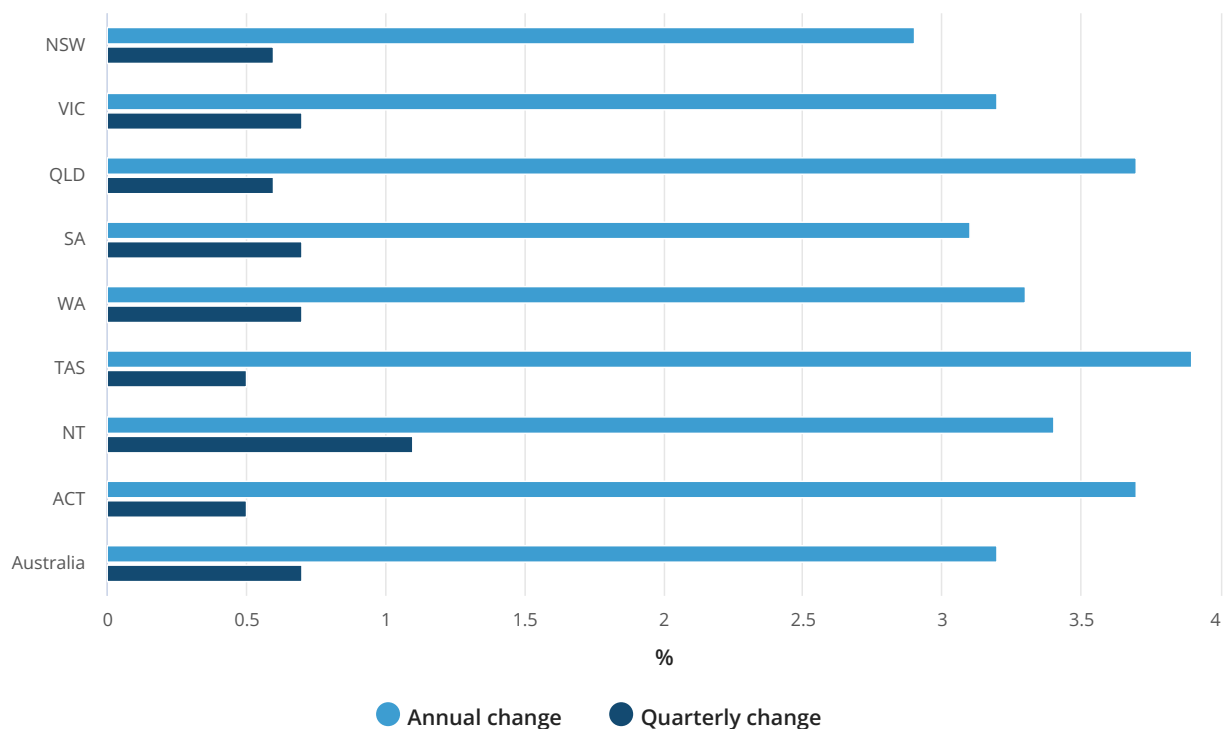
## Quarterly contribution - states and territories



Original estimates:

- Northern Territory recorded the highest quarterly growth at 1.1%.
- Both the Australian Capital Territory and Tasmania recorded the lowest quarterly growth at 0.5%.
- Tasmania recorded the highest annual growth at 3.9%.
- New South Wales recorded the lowest annual growth at 2.9%.

#### Annual and quarterly movement - states and territories (a)



a. Index series is original, total hourly rates of pay excluding bonuses.

## Survey impacts and changes

### Seasonal adjustment and trend



In June 2020, due to the large and unusual impact of COVID-19 on the economy, the private and All Sector series of the Wage Price Index were moved to the “forward factors” method for seasonal adjustment. This method (as described in the article on [Methods changes due to COVID-19 \(/articles/methods-changes-during-covid-19-period#abs-trend-and-seasonal-adjustment-during-covid-19\)](#)) is better suited in an uncertain environment as the seasonal factors are fixed for a 12 month period. The public sector series remained using the “concurrent” adjustment method, as the disruption was not observed in this sector. The trend estimates were suspended for all series at this time.

The ABS completed their annual review of seasonal adjustment in the WPI in June 2022 and as a result reverted all series to “concurrent” adjustment, as the series had stabilised. The ABS also reinstated the trend estimates for all series in the WPI in June 2022.

## Data downloads

### I-Note



The wage price indexes in Tables 1, 2b, 3b, 4b, 5b, 7b, 8b and 9b are updated and released every quarter. The corresponding financial year wage price indexes in Tables 2a, 3a, 4a, 5a, 7a, 8a and 9a are updated and released each June quarter for the preceding financial year. There are no financial year indexes created for Table 1.

Time series spreadsheets

[Download all \(1.15 MB\)](#)

Table 1. Total hourly rates of pay excluding bonuses: sector, original, seasonally adjusted and trend

[Download XLSX](#)  
[64.01 KB]  
[\(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/dec-2024/634501.xlsx\)](/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/dec-2024/634501.xlsx)

Table 2a. Total hourly rates of pay excluding bonuses: all sectors by state, original (financial year index numbers for year ended June quarter)

[Download XLSX](#)  
[51.43 KB]  
[\(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/dec-2024/634502a.xlsx\)](/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/dec-2024/634502a.xlsx)

Table 2b. Total hourly rates of pay excluding bonuses: all sectors by state, original (quarterly index numbers)

[Download XLSX](#)  
[65.78 KB]  
[\(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/dec-2024/634502b.xlsx\)](/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/dec-2024/634502b.xlsx)

Table 3a. Total hourly rates of pay excluding bonuses: private sector by state, original (financial year index numbers for year ended June quarter)

[Download XLSX](#)  
[51.44 KB]  
[\(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/dec-2024/634503a.xlsx\)](/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/dec-2024/634503a.xlsx)

Table 3b. Total hourly rates of pay excluding bonuses: private sector by state, original (quarterly index numbers)

[Download XLSX](#)  
[65.74 KB]  
[\(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/dec-2024/634503b.xlsx\)](/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/dec-2024/634503b.xlsx)

Table 4a. Total hourly rates of pay excluding bonuses: public sector by state, original (financial year index numbers for year ended June quarter)

[Download XLSX](#)  
[51.51 KB]  
[\(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/dec-2024/634504a.xlsx\)](/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/dec-2024/634504a.xlsx)

Table 4b. Total hourly rates of pay excluding bonuses: public sector by state, original (quarterly index numbers)

[Download XLSX](#)  
[66.3 KB]  
[\(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/dec-2024/634504b.xlsx\)](/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/dec-2024/634504b.xlsx)

Table 5a. Total hourly rates of pay excluding bonuses: sector by industry, original (financial year index numbers for year ended June quarter)

[Download XLSX](#)  
[74.85 KB]  
[\(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/dec-2024/634505a.xlsx\)](/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/dec-2024/634505a.xlsx)

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Table 5b. Total hourly rates of pay excluding bonuses: sector by industry, original (quarterly index numbers)

[↓ Download XLSX](#)

[142.29 KB]

(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/dec-2024/634505b.xlsx)

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Table 7a. Hourly rates of pay including bonuses: sector, original (financial year index numbers for year ended June quarter)

[↓ Download XLSX](#)

[49.27 KB]

(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/dec-2024/634507a.xlsx)

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Table 7b. Hourly rates of pay including bonuses: sector, original (quarterly index numbers)

[↓ Download XLSX](#)

[58.64 KB]

(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/dec-2024/634507b.xlsx)

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Table 8a. Ordinary hourly rates of pay excluding bonuses: all sectors by state, original (financial year index numbers for year ended June quarter)

[↓ Download XLSX](#)

[51.46 KB]

(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/dec-2024/634508a.xlsx)

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Table 8b. Ordinary hourly rates of pay excluding bonuses: all sectors by state, original (quarterly index numbers)

[↓ Download XLSX](#)

[65.78 KB]

(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/dec-2024/634508b.xlsx)

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Table 9a. Ordinary hourly rates of pay excluding bonuses: sector by industry, original (financial year index numbers for year ended June quarter)

[↓ Download XLSX](#)

[74.8 KB]

(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/dec-2024/634509a.xlsx)

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Table 9b. Ordinary hourly rates of pay excluding bonuses: sector by industry, original (quarterly index numbers)

[↓ Download XLSX](#)

[142.32 KB]

(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/dec-2024/634509b.xlsx)

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All WPI series: original (quarterly index numbers)

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[134.29 KB]

(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/dec-2024/63450Table2bto9b.xlsx)

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All WPI Series: original (financial year index numbers for year ended June quarter)

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[85.79 KB]

(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/dec-2024/63450Table2ato9a.xlsx)

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Data cubes - Distribution of expenditure on wages, wage price index, Australia

[↓ Download XLSX](#)

[161.64 KB]

(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/dec-2024/63450.xlsx)

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Create your own tables and visualisations with Data Explorer

Caution: Data in Data Explorer is currently released after the 11:30am release on the ABS website. Please check the reference period when using Data Explorer.

Wage Price Index ([https://explore.data.abs.gov.au/vis?fs\[0\]=ABS%20Topics%2C1%7CECONOMY%23ECONOMY%23%7CPrice%20Indexes%20and%20Inflation%23PRICE\\_INDEX\\_INFLATION%23&pg=0&fc=ABS%20Topics&df\[ds\]=ABS\\_ABS\\_TOPICS&df\[id\]=WPI&df\[ag\]=ABS&df\[vs\]=1.2.0&pd=2020-Q1%2C2021-Q2&dq=.THRPEB..TOT..AUS.Q&ly\[cl\]=MEASURE&ly\[rw\]=TIME\\_PERIOD&ly\[rs\]=TSEST%2CSECTOR\)](https://explore.data.abs.gov.au/vis?fs[0]=ABS%20Topics%2C1%7CECONOMY%23ECONOMY%23%7CPrice%20Indexes%20and%20Inflation%23PRICE_INDEX_INFLATION%23&pg=0&fc=ABS%20Topics&df[ds]=ABS_ABS_TOPICS&df[id]=WPI&df[ag]=ABS&df[vs]=1.2.0&pd=2020-Q1%2C2021-Q2&dq=.THRPEB..TOT..AUS.Q&ly[cl]=MEASURE&ly[rw]=TIME_PERIOD&ly[rs]=TSEST%2CSECTOR))).

For information on Data Explorer and how it works, see the [Data Explorer user guide \(/about/data-services/data-explorer/data-explorer-user-guide\)](/about/data-services/data-explorer/data-explorer-user-guide).

## Previous catalogue number

This release previously used catalogue number 6345.0.

## Using price indexes

### Price indexes in contracts

Price indexes published by the Australian Bureau of Statistics (ABS) provide summary measures of the movements in various categories of prices over time. They are published primarily for use in Government economic analysis. Price indexes are also often used in contracts by businesses and government to adjust payments and/or charges to take account of changes in categories of prices (Indexation Clauses).

[Use of Price Indexes in Contracts \(https://www.abs.gov.au/websitedbs/D3310114.nsf/home/Inflation+and+Price+Indexes+-+Use+of+Price+Indexes+in+Contracts\)](https://www.abs.gov.au/websitedbs/D3310114.nsf/home/Inflation+and+Price+Indexes+-+Use+of+Price+Indexes+in+Contracts) sets out a range of issues that should be taken into account by parties considering the inclusion of an Indexation Clause within a contract utilising an ABS published price index.

## Frequently asked questions

The article [Frequently asked questions \(FAQs\) about the Wage Price Index \(/articles/frequently-asked-questions-faqs-about-wage-price-index\)](/articles/frequently-asked-questions-faqs-about-wage-price-index) has answers to a number of common questions to do with price indexes and the Wage Price Index, in particular.

## Methodology

### Scope

Employing Australian organisations (private and public sector) and eligible employee jobs.

For specific employer and employee job excludes, see [scope and coverage \(https://www.abs.gov.au/methodologies/wage-price-index-australia-methodology/dec-2024#scope-and-coverage\)](https://www.abs.gov.au/methodologies/wage-price-index-australia-methodology/dec-2024#scope-and-coverage).

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## Geography

Data available for:

- Australia
  - Sector
  - State and territories
- 

## Source

Prices for a range of jobs are collected from a sample of private and public sector employers via the Wage Price Index Survey.

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## Collection method

An initial selection of approximately 3,300 Australian organisations (public and private) produces a subset of about 20,000 eligible jobs with data submitted electronically over successive quarters.

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## Concepts, sources and methods

Detailed information about the data sources and methods used to compile WPI are contained in the [Wage Price Index: Concepts, Sources and Methods \(https://www.abs.gov.au/statistics/detailed-methodology-information/concepts-sources-methods/wage-price-index-concepts-sources-and-methods/2012\)](https://www.abs.gov.au/statistics/detailed-methodology-information/concepts-sources-methods/wage-price-index-concepts-sources-and-methods/2012).

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## History of changes

- Sample redesign 2009
  - Expenditure weights update Dec 2023
  - Wage setting analytical series updated June 2023
- 

[View full methodology \(/methodologies/wage-price-index-australia-methodology/dec-2024\)](/methodologies/wage-price-index-australia-methodology/dec-2024)